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motive of the liberal provisions which the warring nations have made for their wounded men, but rather to meet the need for the conservation of our human resources and to satisfy the demand for social justice. It is commonplace but none the less worthy of mention that, without re-education and placement in employment, disabled soldiers would gravitate to the social scrap heap, a drag on society, as too many have been allowed to do in other wars. The victims of modern industry, however, as Mr. Harris points out, greatly outnumber those injured in the war. No program of human conservation can avail much until it includes within its benefits this larger group known as the industrially handicapped. The restoration of the disabled to successful employment is a social investment certain to yield large dividends in the economic well-being of the individual and the enhanced prosperity of the nation.

In all, one lays the book down with a nod of approval and with the feeling of regret that such portions of it as chapter xxiii, entitled "The Duty of the Home Community," and chapter xxiv, "A Sustained Public Sentiment," are not published in some more popular form. Certainly it is none too much to affirm that the book is a distinct contribution to the literature of the subject.

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The Shop Committee: A Handbook for Employer and Employee.

WILLIAM LEAVITT STODDARD. New York: Macmillan Company, 1919. Pp. 100.

The author describes the inception of the shop-committee movement, the organization and operation of such committees already working, and the relations of this plan to existing labor unions, and offers many suggestions for anyone desiring to instal such a system.

Two classes of committees exist: the shop committee which represents a small unit of workers, and the general committee which acts as a court of appeal from the lower committees and decides matters pertaining to the plant as a whole. The districting of the plant and grouping of the employees into correct representative units is the most important preliminary problem. Elections should be carried on in the plant where possible, and with little interference by the management. Fair and uniform rules of procedure are necessary for the success of the plan. The committeemen, in order to give a high standard of service, should receive compensation for the time they are absent from their

work. The execution of the federal War Labor Board's awards at the Lynn and Pittsfield, Massachusetts, plants of the General Electric Company give an insight into the actual operation of the system. There must be mutual confidence on the part of employer and employee.

One of the most pertinent questions raised is, "Will the shop-committee plan encourage unionism?" The author believes it will. The shop committee, signifying the *Idea* of joint shop and industrial committees, is a substitute for trade unionism and will be welcomed by both employers and unions.

The book gives a clear-cut view of the system from the standpoint of employer and employee. In view of the discussion of collective bargaining at the recent industrial conference at Washington, the book should receive additional attention.

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